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ABSTRACT

This document reports the results of a recent review of collective bargaining contracts in 83 public two-year colleges with regard to what they had to say about department chairpersons. Results of the review indicated: (1) 66% of the contracts contained clauses concerned with department chairpersons; (2) eastern community college contracts overwhelmingly contained references to chairpersons while less than half of the contracts in the rest of the country did so; (3) references to department chairpersons varied according to bargaining agents; (4) of 15 areas identified, the two most frequently mentioned areas of responsibility were administrative and personnel, respectively; (5) salary stipends, role in grievance machinery, special relationships with students, definitions of chairpersons, chairperson selection methods, and the chairperson's responsibilities for curriculum, merit or other salary decisions, budgetary involvement, retrenchment, recall, and personnel files were mentioned with varying frequency. Tabular data on contracts by region and on contracts by bargaining agent are included. (Author/JDS)

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In this issue:

Department Chairperson References in 2-year Contracts

Center Notes

Contract Library - Computer Searches

Update of Contracts and Bargaining Agents

Bibliographic Notes

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DEPARTMENT CHAIRPERSON REFERENCES IN TWO-YEAR CONTRACTS

The National Center recently completed a review of 124 contracts with regard to what they had to say about department chairpersons. This issue of the Newsletter will detail the results of 83 public, two-year college agreements. Our next issue will highlight the results of 41 four-year public and private college contracts.

Fifty-five (66%) of the 83 public two-year college contracts contained clauses concerned with department chairpersons. Twenty-eight (34%) of the contracts were silent about chairpersons. With all the attention given to the dual role of the chairperson as a faculty member on the one hand and as the first line of management in terms of supervision on the other hand, it was surprising that one out of every three two-year college contracts had nothing to say about the chairperson's role, function, duties and/or powers.

Regional Data The geographic distribution of clauses which dealt with chairpersons showed a distinct difference between contracts in the east as compared with contracts in the rest of the country. (See Table 1 below.) There was no indication from the contracts themselves as to why the eastern community college contracts overwhelmingly contained references to chairpersons while less than half of the contracts in the rest of the country mentioned same.

Agent Data The affiliation of the bargaining agent also showed an interesting pattern. The only AAUP two-year contract studied contained chairperson references. Eight of nine contracts negotiated by independent agents and 22 of 28 AFT contracts contained chairperson information. By contrast, barely half (24 of 45) of the contracts

JC 760 575

negotiated by affiliates of the NEA mentioned chairpersons. (See Table 2 below.)

Major Specific References The Center's study identified fifteen areas where the contracts mentioned chairpersons. The most frequently mentioned area was Administrative duties which was mentioned in 29 contracts. This category covered scheduling, summer school plans, class size, workload. Personnel responsibilities which included involvement in appointment, reappointment, tenure, promotion, non-renewal, dismissal, evaluation and professional development matters were mentioned in 26 contracts. Eighteen contracts mentioned a chairperson's salary stipend or released time.

Other References Fifteen contracts spoke about the chairperson's activities with regard to leaves of absence, sick leave, sabbatical leave, travel, conference, professional leaves and other leave recommendations. Fourteen contracts mentioned chairpersons with regard to functioning in the grievance machinery. Any special relationships between students and chairpersons were mentioned in 14 agreements. Thirteen contracts defined chairpersons in some fashion which ranged from several words to the beginnings of a job description.

A dozen agreements spoke of how chairpersons were selected, appointed or elected. In some contracts, the chairpersons must be appointed by the Trustees upon the recommendation of the President. Some agreements called for the administration to consult with the faculty before chairperson appointments were made. At least two contracts required the faculty to select the chairperson. Terms of office for chairpersons varied from one to three years with two-year terms the most common.

The chairperson's responsibility with regard to curriculum, merit or other salary decisions, involvement with the college's budget, retrenchment, recall, and personnel files was spelled out in less than 10 contracts.

Nov./Dec. Issue The next issue of the Newsletter (Vol. 4, No. 5) will detail what the four-year contract had to say about department chairpersons and that issue will also compare and contrast the two-year and four-year contract information. A bibliography on department chairpersons will appear in the next issue.

TABLE 1

TWO-YEAR COLLEGE CONTRACTS BY REGION

	With Clause	Without Clause	Total
East	34(89.5%)	4(10.5%)	38(100%)
Midwest	17(48.6%)	18(51.4%)	35(100%)
West	4(40%)	6(60%)	10(100%)
Total	55(66%)	28(34%)	83(100%)

TABLE 2

TWO-YEAR COLLEGE CONTRACTS BY AGENT

	With Clause	Without Clause	Total
AAUP	1	0	1
AFT	22	6	28
IND	8	1	9
NEA	24	21	45
Total	53	28	83

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